

UNITED STATES ARMY
CIVIL AFFAIRS AND PSYCHOLOGICAL OPERATIONS COMMAND (AIRBORNE)

AOCP-EO

25 September 2001

POLICY NUMBER 6-2

SUBJECT: Equal Opportunity (EO)

1. All USACAPOC(A) personnel will be provided equal opportunity and fair treatment without regard to race, color, religion, gender, or national origin and this command will provide an environment free of sexual harassment.
2. This policy applies to all military and civilian personnel, at all times, in all places, during both duty and non-duty hours, and in military and civilian working, living, and recreational environments, including both military and civilian housing areas.
3. As a value based organization, The Army recognizes the uniqueness and worth of each individual. Soldiers will not be assessed, classified, trained, assigned, promoted, or otherwise managed on the basis of race, color, religion, gender, or national origin. To do so is to dishonor the very rights, privileges, and values we have sworn to defend and preserve.
4. The Equal Opportunity/Sexual Harassment Complaint Process Poster will be posted on all official bulletin boards of units in this command. The poster identifies the ways to report acts of discrimination and explains the Department of the Army EO/Sexual Harassment Complaint Procedures. The chain of command is the best avenue for addressing these matters. As an alternative, however, military personnel or family members may also file complaints with the Equal Opportunity Office, or with the Inspector General (IG). Complaints by civilian personnel alleging discrimination should be handled in accordance with the procedures contained in AR 690-600, Equal Employment Opportunity Discrimination Complaints.
5. All assigned military and civilian personnel and their family members are protected from reprisal or retaliation for filing complaints. No soldier or employee may take or threaten to take an unfavorable personnel action, or to withhold or

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threaten to withhold a favorable personnel action, in reprisal against any person for filing a complaint. Should a soldier be threatened with such an act, or if such an act should occur, he or she must report these circumstances to the Department of Defense IG.

6. The principles of equal opportunity are a fundamental part of the Army core values of respect, loyalty, and integrity, and all personnel are responsible for ensuring that these principles govern their daily behavior. In particular, commanders and supervisors must set a positive example in this regard and must take appropriate action when allegations of discrimination arise. An environment of fairness, mutual respect, and teamwork is to be a natural and inherent part of life at USACAPOC(A). Discrimination of any sort, individual or institutional, simply has no place in our organization and will not be tolerated in this Command.

7. The point of contact for this policy is the USACAPOC(A) Equal Opportunity Advisor at (910) 432-9628.

A handwritten signature in dark ink, appearing to read 'Herb Altshuler', with a stylized, flowing script.

HERBERT L. ALTSHULER
Major General, USAR
Commanding